

House File 522 - Introduced

HOUSE FILE _____
BY T. TAYLOR

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act concerning employees subject to unannounced drug or
2 alcohol testing.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
4 TLSB 2578YH 82
5 ec/gg/14

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1 1 Section 1. Section 730.5, subsection 8, paragraph a, Code
1 2 2007, is amended to read as follows:
1 3 a. Employers may conduct unannounced drug or alcohol
1 4 testing of employees who are selected from any of the
1 5 following pools of employees:
1 6 (1) The entire employee population at a particular work
1 7 site of the employer except for employees not subject to
1 8 testing pursuant to a collective bargaining agreement, or
1 9 employees who are not scheduled to be at work at the time the
1 10 testing is conducted because of the status of the employees or
1 11 who have been excused from work pursuant to the employer's
1 12 work policy prior to the time the testing is announced to
1 13 employees.
1 14 (2) The entire full-time active employee population at a
1 15 particular work site except for employees not subject to
1 16 testing pursuant to a collective bargaining agreement, or
1 17 employees who are not scheduled to be at work at the time the
1 18 testing is to be conducted because of the status of the
1 19 employee, or who have been excused from work pursuant to the
1 20 employer's working policy.
1 21 (3) All employees at a particular work site who are in a
1 22 pool of employees in a safety-sensitive position and who are
1 23 scheduled to be at work at the time testing is conducted,
1 24 other than employees not subject to testing pursuant to a
1 25 collective bargaining agreement, or employees who are not
1 26 scheduled to be at work at the time the testing is to be
1 27 conducted or who have been excused from work pursuant to the
1 28 employer's work policy prior to the time the testing is
1 29 announced to employees.

EXPLANATION

1 31 This bill concerns the conducting of unannounced drug or
1 32 alcohol testing of employees by an employer. Current law
1 33 provides that random testing must be conducted from a pool of
1 34 employees that include all the employees subject to testing
1 35 unless the employee is not scheduled for work or excused from
2 1 work at the time of testing. The bill provides that employees
2 2 not subject to testing pursuant to a collective bargaining
2 3 agreement are excluded from the pools of employees from which
2 4 a random drug or alcohol test may be conducted.
2 5 LSB 2578YH 82
2 6 ec:nh/gg/14